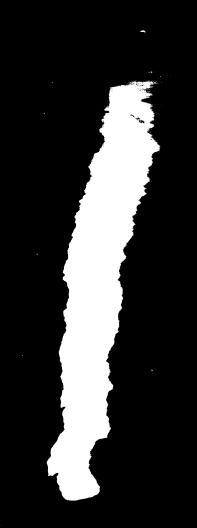
Approved For Release 2009/06/02 : CIA-RDP05S00620R000300730002-7

your of I ask that You had I read the attached and then discuss it with him.

STAT

MCMO



```
SUBSTANTIAL SUPPORT OF CONTROVERSIAL ONTROVERSIAL OVERALL UNFAVORABLE APPARENT VIEWS FROM MEETINGS of various offices(review on board assets, examine relevancy of various indicators of availuate sources) trovide becter (on campen Legrange) expose pros. candidate)
   1. People for Analysis
 IA. Selection
1. Recruiting Junior Analysts
              2. Lateral Entry for
Senior Analysts
                                                                                                                                                                                         Improve methods of 
searching for lateral 
entrants
             3. Firing/Other
                                                                                 Improve training in how to
find info and in basic
principles of analysis
(e.g. building logical
models, consistency rules,
peculiarities of intell
work.,etc.)
                                                                                                                                                                                                                                                                               Training is seen as being "on the Job" by seniors and as not occurring by juntors. "out task forces are very ad hopeish-we need management attention to get them to work as inter-disciplinary teams.
 IB. Training
1. Initial Trg.
                                                                                                                                                                              Provide basic language
training to new analysts who
lack a defined minimum level
of expertise.
               2. Ongoing Trg.
                                                                                                                                                                                       Write a textbook on
how to intelligence
analysis
Conduct a formal
program to familiarize
senior people with
DCISDNRAG ideas on
what's good analysis
                                                                                      Develop area specialist program.
                                                                                     Establish & Publicize
Career paths to GS-18
for all specialties
IC. Rewards & Incentives 1. Promotion
                                                                                                                                                                                                                                                                                        PMCD is seen as
a millstone around
our necks
                                                                                           Define"super analyst"
tobs using PMCD tools
                                                                                     Implement system to
increase formal and
informal recognition
of good work.
                                                                                                                                                                                    Use a periodical pub-interaction with to show & critique good analyses | DCI, D/DCI/NI via lunches & dinners
            2. Recognition
            3. Other
                                                                                                                                                                                                                                     Trade off managers, concern in meetings administrators & was the perceived collectors to get lack of analysts relative to demands to process ray data, answer the mail & Talk of anything but how to get more analy is idle chatter.
ID. Numbers
           2.
                                                                                                                                                                                                                                                                               In meetings we seemed at
once unable to say how
to train analysts &
asking for better
guidance as to what our
work should be.
                                                                                 Use multi-disciplinary
seminars(esp. involving
DCI, D/DCI/NI) to build
intellectual
                                                                                                                                                                                    Prepare a "code of
conduct" for intell.
analysis
                                                                                                                                          Reduce amount of collection-analysis factor, e.g. by force feeding conductant at the collection-analysis factor, the collection-analysis factor, and the collection-analysis factor.
II. Support of Analysis
             A. Support at Collection
Analysis Interface
                                                                                                                                   Improve HUMINT tasking
and tapping of DDO
knowledge.
 IIB. Support of Analysis Improve privacy and
1. Environment a. Physical
Surroundings
                                                                                                                                                                                                                                     Improve libraries
and data bases of the
intell, community
                            b. Information Flow
                                                                                                                                                Push SAFE
                                                                                                                                                                                                                                      Develop mechanism to
nurture appropriate
competitive analyses
and ensure that no gaps
are inadvertently left.
                           c. Intellect.
Climate
                                                                                                                                                                                                                        are inadvertently left.

Improve the use of analytic
techniques by providing for
rapid responses to analytic's
needs, searching for analyses
and searching for heter methods
and searching for better methods
identify consumer groupsfor
each evaluate the value of
various sources of intell.
compare presentational means
define timelines demand, etc.

with the
current demand
define timelines demand, etc.
                  2. Analytic Techniques
                                                                                                                               Proceed in an organized fachion to see what would be useful before producing a major estimate. Have consumers participate in an orderly review of NFAC plans for data base building
IIC. Support at Analysis
User Interface
1. Marketing Programs
                                                                                                                                                                                                                                  Make better use of video recorders
                2. Presentation Means
                                                                                                                                                                                                   III. Oversight of Analysis
A. Monitoring
1. Administrative
                        Establish an analytic review board made up of people who understand analysis, that is closely. complete to production/swhitch is responsible to work with analysis to do better.
                                                                                                                                                                                                                Establish a system to regularly evaluate the accuracy of our predictions Define standards of sch
                B. Measuring
1.
                        2.
                                                                                                                                                                                                                                                                                       There is no
single culture
in NFAC. Therefore,
undue centralization
of detailed imple-
mentation is to
be avoided
                C. Management
1.
```

Approved For Release 2009/06/02 : CIA-RDP05S00620R000300730002-7